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## University of Northern Iowa Faculty Senate Meeting Minutes, June 19, 1989

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**Faculty Senate**

**June 19, 1989**

**1412**

**ANNOUNCEMENTS**

1. Comments from Vice President and Provost Martin.
2. The Chair announced the awarding of Professor Emeritus status to Eugenia Parisho, Department of Teaching.
3. The Chair announced the membership of the Ad Hoc Committee to develop rules and procedures for the use of space and facilities to be: Reginald Green, chair, John Johnson and Barbara Lounsberry.
4. Report from Professor Myra Boots on her attendance at the Second National Conference on Racial and Ethnic Relations in American Higher Education. See Appendix A.
5. Change to Senate Minutes 1411 of May 8, 1989. On Page 4, Item 8, first paragraph, line 3; the word "stoutly" should be replaced with the word "vigorously."

**CALENDAR**

6. 483 Request from the College of Education Faculty Senate to approve the development of a Center for Minorities in Education. See Appendix B. Docketed because of special circumstances for today's meeting. Docket 420

**NEW/OLD BUSINESS**

7. Approved the combination of the Graduate Council's and Faculty Senate's committees to study and make recommendations concerning the report from the special committee on Graduate Studies. Professor Doody will chair this committee.

**DOCKET**

8. 481 418 Master of Public Policy Degree Proposal. See Senate Minutes 1410 and 1411. Approved.
9. 483 420 Request from the College of Education Faculty Senate to approve the development of a Center for Minorities in Education. See Appendix B. Approved in principle.

The Senate was called to order at 3:00 p.m. by Vice-Chairperson Doody in the Board Room of Gilchrist Hall.



**Present:** David Crownfield, Susann Doody, David Duncan, Peter Goulet, Reginald Green, Bill Henderson, Roger Kueter, John Longnecker, Ken McCormick, Charles Quirk, Ron Roberts, Thomas Romanin, Nick Teig, Evelyn Wood, William Waack, ex-officio.

**Alternates:** Bob Ward/Gerald Intemann, Lyle Alberts/Marian Krogmann

**Absent:** Gerald Peterson, Marc Yoder

Members of the press were requested to identify themselves. Ms. Anne Phillips of the Waterloo Courier was in attendance.

**Announcements**

1. Vice President and Provost Martin rose to address the Senate.

In reference to the early release of information contained in the Peat Marwick report, Dr. Martin stated that the administration deeply regrets not being able to brief the University community prior to the early disclosure of this information. There had been an understanding that each unit would inform faculty on Friday with the scheduled release to the public on Saturday. He relayed an apology from Board members for the early release or "leaks." He pointed out that the Board of Regents will be meeting this week, but the full report from Peat Marwick will not be available until later in the week. He indicated that the institution has ninety days to respond from that date. He stated that he felt that the institution will prevail relative to the doctoral programs in the College of Education, but that we are less optimistic about the programs in the Home Economics area. He stated the institution will marshal arguments on behalf of Home Economics and that we will pursue our position vigorously. He pointed out that the Board of Regents is scheduled to meet at UNI on August 28th and one of the topics at that meeting will be the Peat Marwick report on organization and staffing.

Senator Crownfield indicated that President Curris has said that the 90-day response period could close with the September Board meeting which is to be held at UNI. Vice President Martin stated that presumably both the August special meeting and the regular September board meeting will be held at UNI.

Senator Quirk inquired about the time frame for the next stage review of areas identified as possibly being duplicative. Vice President Martin responded that this is quite indefinite and no plans or structures have been created as of this time.

Senator Henderson inquired about the impact on personnel who are employed in an affected department. Dr. Martin stated that it is clearly understood that programs would not be abruptly terminated and that students will be allowed to finish their coursework so there should be a four-year phase-out timetable. He also pointed out that Board President



Pomerantz had stated repeatedly, that any savings created by the curtailment of programs would be retained by the institutions. Dr. Martin stated that this includes budget lines and personnel. Any affected tenured personnel could be assigned to other positions within the institution.

2. The Chair announced the awarding of Professor Emeritus Status to Eugenia Parisho of the Department of Teaching.
3. The Chair announced the membership of the Ad Hoc Committee to develop rules and procedures for the use of space and facilities to be Reginald Green, chair, John Johnson and Barbara Lounsberry.
4. The Senate received a report from Professor Myra Boots on her attendance at the Second National Conference of Racial and Ethnic Relations in American Higher Education. See Appendix A.
5. Correction to Senate Minutes 1411 of May 8, 1989. On Page 4, Item 8, first paragraph, Line 3; the word "stoutly" should be replaced with the word "vigorously."

#### CALENDAR

6. 483 Request from the College of Education Faculty Senate to approve the development of a Center for Minorities in Education. See Appendix B.
- Henderson moved, Teig seconded to docket because of special circumstances for today's meeting.

Motion passed. Docket 420.

#### NEW/OLD BUSINESS

7. The Chair indicated that she has been appointed to both the Graduate Council and Faculty Senate committees to study and make recommendations concerning the report from the Special Committee on Graduate Studies.

She asked permission of the Senate to combine these two committees and she indicated she would agree to serve as chair.

Quirk moved, McCormick seconded to approve this request.

Senator Crownfield asked if it may be redundant to have the two committees and wondered if it would be preferable to disband the Senate committee. Chairperson Doody responded that she saw no problem with combining the committees and that the combined representation would promote synergism. She indicated the committee intends to begin its work next week with a goal of an early fall report submission.

Question on the motion was called. Motion passed.



**DOCKET**

8. 481 418 Master of Public Policy Degree Proposal. See Senate Minutes 1410 and 1411.

Quirk moved, Albert seconded for approval.

Senator Goulet said he wished to express the objection from his college that this proposal contains no course in economics. He stated this is not a reasonable omission for a program that contends to be broad based.

Senator McCormick stated that he felt it was unreasonable for a program in public policy to not address the discipline of economics. He felt it would be appropriate to review each student's background before entry to this major and perhaps develop an MBA level-one type pre-requisite program for students entering this degree.

Professor Hayes stated that this program was intentionally designed as an interdisciplinary program with the idea of addressing this topic from the perspective of several disciplines. He stated that the program was also designed to be available to students from all previous academic backgrounds.

Chairperson Doody indicated the Graduate Council considered the appropriateness of this proposal and has approved it. She reminded the Senate it's their responsibility to consider the impact of this degree across the entire campus.

Dean Deegan indicated at the institutions he had previously been, all of them had public policy degrees, which were very similar to this one being proposed at UNI. He indicated the UNI study committee reviewed between 20 and 30 programs before developing this proposal. He stated that they believe that a program has been developed which matches the needs and resources of this institution. He pointed out that it was a conscious decision to create an interdisciplinary program with interdisciplinary courses rather than an assemblage of existing disciplinary courses.

Senator Longnecker stated that he is convinced this is a valid program, but also pointed out that just because the Graduate Council has approved it, the Faculty Senate is not obliged to do also.

Senator Romanin inquired as to the numbers of students this program believes it will serve and what are the resources needed to establish the program. Chairperson Doody indicated that over a five-year period the number of students enrolled is expected to climb from a first-year number of 12 to a fifth-year total of 40. It is estimated that the additional financial resources needed for the first year will amount to \$29,400, for the second year \$32,500, and for the third year \$12,000.



Senator Goulet inquired if the Graduate Council, while reviewing this proposal, had made use of the program criteria presented in the latest report on graduate study.

Vice President Martin stated that he respects the decision of the Graduate Council and believes that it is important that we do not place impediments in the path of program innovation. He stated it's important that our internal structures do not hinder our academic progress, because we had historically faced external obstacles.

Dean Somervill stated that the task force report is scheduled to be in place two years from now and therefore should not be applied relative to a review of this proposal.

At this point Senator Crownfield directed several questions to Dean Deegan all of which matched the criteria listed in the task force report. Dean Deegan responded to each question to the satisfaction of Senator Crownfield.

Question on the motion was called. Motion passed.

9. 483 420 Request from the College of Education Faculty Senate to approve the development of a Center for Minorities in Education. See Appendix B.

Kueter moved, Crownfield seconded for approval.

Senator Romanin questioned why this item was being brought to the Faculty Senate. He asked where this center may appear in the governance structure and curricular flow. Vice President Martin stated that the administration always wishes to bring such proposals to the Faculty Senate. He indicated that the center will enable the university to focus activities towards the common goal. He indicated that centers bring structure to a specific topic or area of study that often can not be adequately addressed by individual departments.

Senator Quirk inquired if the organization and staffing are in placed currently or if a proposal is based on a need for external funding. Dean Switzer responded that we have on staff currently the person who will serve as director and that the fellow positions will need to be provided from external funding sources.

Senator Romanin inquired if perhaps we should secure the funding first and then create the center.

Vice President Martin indicated that our role here today is to provide support to this proposed effort by the College of Education. It is not an area that needs to be addressed from the perspective of critical examination or control.

Senator Henderson indicated that he liked the use of the language to endorse in principle relative to this topic.

Crownfield moved, Quirk seconded to amend by adding after the word approval "in principle."

Motion passed.

Senator Goulet inquired about the fact that he saw little or nothing in this proposal which dealt directly with students. Dean Switzer indicated there are several programs in place relative to minority students access to higher education. He indicated that this will continue to grow as the center expands. He stated we look to the center as the one coalescent factor to unify our actions and enhance their productivity.

Question on the motion was called. Motion passed.

Henderson moved, Longnecker seconded to adjourn.

Motion passed.

The Senator adjourned at 4:10 p.m.

Respectfully submitted,

Phil L. Patton  
Secretary

These minutes shall stand approved as published unless protest or corrections are filed with the Secretary Senate within two weeks of this date, Thursday, June 29, 1989.



# APPENDIX A

TO: Susan Doody, Acting Chair - University Faculty Senate  
 FROM: Myra R. Boots *mcg*  
 DATE: June 14, 1989  
 RE: Report on Attendance at Conference

On June 4-6 I represented the University Faculty Senate at the 2nd National Conference on Racial and Ethnic Relations in American Higher Education which was held in Oklahoma City under the auspices of the Southwest Center for Human Relations Studies, Continuing Education and Public Service, University of Oklahoma.

The conference was comprised of three full days of keynote speakers and workshops presentations and discussions. I took copious notes at all lectures and workshops I had time to attend and have prepared them for distribution to all who are interested. Listed below are the titles of the addresses and workshop discussions. I would be happy to send a copy of my notes to anyone who sees a topic which especially interests them.

Thank you for the opportunity to attend this conference. It as a very worthwhile experience and provided me with a great deal of information which I can bring to my work on the Affirmative Action Faculty Council. It is my hope that I can continue my attendance at this conference in the years to come.

## Address:

1. "Generational Change Over Issues of Race - Implications for the Future" Mr. Leonard Zeskind, Research Director, Center for Democratic Renewal, Atlanta, Georgia.
2. "Higher Education and the Future of American Indian Tribal Sovereignty" Mr. A. David Lester, Executive Director, Council of Energy Resource Tribes, Denver, Colorado.
3. "Racial Tension on College Campuses: A Continuum of Social Change" Mr. Juan Williams, Political Correspondent, The Washingtons Post, and author of Eyes on the Prize, Washington, D.C.
4. "A Comprehensive Strategy for Building a Multicultural Univesity Community: The Stanford Report" Mr. Fernando de Necochea, Assistant Provost, Stanford University, CA.

## Workshops:

1. Educating Toward Equity: Issues and Strategies for Effective Multicultural Instruction.
2. Adding a New Dimension: A "Tricultural" Experience - Traditional and Non-traditional Students Speak.
3. Successful Strategies for Recruiting and Retaining a Multicultural Faculty
4. Cultural Racial Awareness Training Experience (CRATE): A Framework for Understanding and Developing Diversity on College Campuses.
5. Barriers That Must Be Overcome Before Genuine Cultural Pluralism Can Occur on Campuses.
6. A Nine-Point Model for Combatting Racism on Your Campus
7. How Can Colleges and Universities Attract and Retain Minority Students? Concrete Answers to a Hard Question.
8. A Model for the Retention and Persistence of the Culturally Diverse Student Population





University of Northern Iowa  
College of Education

Office of the Dean  
Telephone (319) 273-2717  
Associate Dean  
Telephone (319) 273-2719  
Cedar Falls, Iowa 50614

Center for Minorities in Education  
College of Education  
University of Northern Iowa

May 30, 1989

Dr. Susann Doody  
Vice Chair, Faculty Senate  
University of Northern Iowa

Dear Dr. Doody:

At its meeting on May 8, 1989, the College of Education Faculty Senate received and endorsed in principle the development of a Center for Minorities in Education to be housed in the College of Education. A copy of that proposal is attached.

The COE Senate forwards this proposal to the University Senate for its consideration and action at its earliest convenience.

Sincerely,

*Elizabeth Martin*

Elizabeth Martin  
Chair, COE Senate

/jc  
Enclosure

cc: Dr. Marian Krogmann  
Chair, Faculty Senate

Professor John Longnecker  
1989-90 Chair, Faculty Senate

The College of Education at the University of Northern Iowa proposes the establishment of a Center for Minorities in Education. Initially, the Center will house the University's Minorities in Teaching program, a cooperative effort with five Iowa school districts for the early identification of minority youth who express an interest in and show a disposition toward teaching as a career. This program uses a cohort group concept for working with minority youth throughout their public school and collegiate experiences and into the first three years of professional practice.

In addition to this specific task of increasing the number of minorities in the education profession, the Center will function as a research, development, and diffusion center for issues related to minorities in all segments of the institution of education and as a resource to policymakers.

#### Research

A database on issues impacting on minorities in education is badly needed. Currently, many public policy decisions concerning minorities in education are made without a sufficient base of knowledge to support these decisions. With a focus on applied research, the proposed center could make an important contribution to increasing this knowledge base.

### Development

Using the expanding knowledge base being created by the Center and by other researchers throughout the country, the Center can serve as a focal point for the development of exemplary programs and curricular materials for use in elementary and secondary schools and college classrooms. Although many of these development efforts will be curricular in nature, attention will also be given to model programs for attracting and retaining minorities in various segments of the education community.

### Diffusion

Using traditional methods such as print, television, radio, conference presentations, etc. and emerging new information technologies (interactive television and computer conferencing using new fibre optics technology), the Center will disseminate the results of its research and that of other individuals and institutions and the products of its development work to the schools, colleges, and policymakers in Iowa.

### Public Policy

Although mentioned above, a key element of the Center will be its focus on policy issues and on serving as a key resource to policymakers. Local school administrators, school boards, legislators, special committees, etc. will be able to turn to the Center staff for information and advice on policy issues dealing with minorities in education.

### Organization and Staff

The staff of the Center will consist of the Center Director and a set of five or six fellows who will work in the Center on specific projects related to the mission of the Center. A Center Fellow might, for example, focus on the preparation, recruitment, and retention of minority faculty members in institutions of higher education. Another fellow might, for example, focus on the recruitment of minority youth or nontraditional students (second career, unemployed or underemployed) for entry into the education profession. The Center Director and Fellows will be responsible for carrying out the research, development, and diffusion missions of the Center.

The Center will have a steering committee consisting of, for example, representatives from the University of Northern Iowa, other Regents' institutions, local school districts, Area Educational Agencies, the State Department of Education, businesses, and the public. This committee will advise the Center Director concerning Center priorities and activities.

External funding for the Center will be solicited from a variety of sources, including grants and contracts, and various federal programs. It is anticipated that considerable federal support can be secured for operation of the Center.